



Welcome to our first Newsletter!

GEARING-Roles is a four-year (January 2019 – December 2022) Coordination and Support Action project that will design, implement, and evaluate 6 Gender Equality Plans (GEPs). The project therefore, has a firm objective of challenging and transforming gender roles and identities linked to professional careers, and work towards real institutional change. Welcome to our first Newsletter!

Every four months the project will release a Newsletter with project activities and project related content such as blogs, deliverables, events and conferences.

The Project Kick off Meeting

The GEARING-Roles project, coordinated by The University of Deusto, had kick-off meeting took place on January 17 and 18th 2019 in Bilbao, Spain. The meeting brought together the 10 GEARING-Roles partners from eight countries (Spain, Portugal, Estonia, Slovenia, Turkey, United Kingdom, Belgium and the Netherlands) to present the project to external stakeholders from Spain (including private consultants, public organizations, among others) and European Commission Project Officers.



The Consortium attended events

ACT International Synergy Conference

GEARING-Roles partners took part in the 1st ACT International Synergy Conference celebrated in Brussels on 25th February 2019. The event gathered more than 100 people from 23 countries and was an opportunity to interact with a wide international audience and find synergies between different stakeholders, including gender experts and researchers, research policy directors, gender project managers, diversity and inclusion officers, gender equality practitioners, and institutions participating in other EU-funded projects on gender in science.

Besides presenting the main concepts, tools and activities of ACT, the 1st Synergy Conference has included experiences of Communities of Practice (CoP) and fostered dialogue about the benefits and challenges of using CoPs for collaborative action to improve gender equality in the European Research Area. GEARING-Roles will follow the progresses of these communities in order to broaden the project impact and learn from other European actors engaged in gender equality in research.



Mutual Learning Workshops

GearingRoles also attended the mutual learning workshop hosted by GENDERACTION in Berlin on the 28th of March. This workshop brought together a wide variety of stakeholder to exchange best-practices on EU-funded projects DELETE THIS: on structural change and gathered 40 participants from 15 countries took part in the workshop; participants came from the European Commission, SWG GRI, SiS/SwafS projects and other stakeholders. DELETE THIS: The recommendations have already been presented at the GENDERACTION conference on the Future of GE in Research and Innovation on April 9 in Brussels and will be taken up in a policy brief as part of the GENDERACTION policy brief series.



Picture protocol of the GENDERACTION Mutual Learning Workshop on structural change projects on 25/26 March 2019, Berlin

Project Campaigns for Gender Equality & a project video!

In the lead up to International Women's Day on the 8th March, GEARING-Roles participated in a joint campaign with the following projects: GEECCO, ACTonGENDER, Gender Target, EFFORTI, GENDERACTION, Spear Project and SUPERA. Each project Twitter page asked their followers to share why Gender Equality is important for their job/studies in research organisations. The campaign was very successful, and people shared some beautiful thoughts on what gender equality meant to them. To check it out look up [#GendeRRing](#) on Twitter!

GEARING-Roles also launched a mini Twitter campaign on the International Day of Women and Girls in Science with a quote from Mae Jemison, where it also launched a video that can be found on [here](#). To look at the campaign simply look up: [#NeverLimitYourself](#) on Twitter!

Project Blog Posts

The consortium has written various blogs on gender equality in academia and related content which can be found on the project website:

[The Leaky Pipeline of Women In STEAM. A Confidence Gap?](#) Lorena from The University DEUSTO discusses the issues women face in the STEAM fields (Science, Technology, Engineering, Art and Mathematics)

[A PhD Course On Gender Studies Was Launched In Portugal](#) where the IGOT team (Maria, Jennifer, Alina, Margarida) at the University Lisbon, interviewed Professor Anália Torres, about a newly launched PhD programme at the University of Lisbon, on Gender Equality.

[GENDER EQUALITY PLANS: DIFFICULTIES BUT ALSO TANGIBLE CHANGES](#) where Tjaša from The University of Ljubljana offers a brief summary of the “Gender Equality and long-term institutional changes” Conference, held by the Committee of Equal Opportunities in the Field of Science in Slovenia.

Look out on the project [website](#) for bi-weekly blog posts!

The next GEARING-Roles **annual conference will be held in Lisbon**, stay tuned for more information!



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